

# Teams Without Tears

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## How to Build Championship Teams in Today's Workplace

### OVERVIEW:

As a management attorney, consultant, author and speaker, GORDON JACKSON has advised and counseled countless companies, businesses and institutions on the pitfalls to avoid when implementing high performance/high involvement work teams into their organizations. In this keynote presentation, Gordon Jackson initially explains the factors that are causing employers to adopt the team concept and the numerous benefits that result, when implemented correctly. Inasmuch as there appears to be as many “failures” as successes” in organizations that implement work teams into their operational processes, Gordon Jackson discusses the obstacles organizations must overcome and the positive steps they must employ to create a win-win culture for management and employees, alike, in a work team environment. In keeping with his unique and dynamic presentational skills, Gordon Jackson reinforces his TEAMS WITHOUT TEARS keynote address with an abundance of graphic examples, illustrations and “war stories,” drawn from his 30+ year career.

### TOPICAL COVERAGE:

- ▲ TRENDS THAT ARE CAUSING EMPLOYERS TO RE-THINK THEIR “OPERATIONAL MODEL”
- ▲ THE NATION’S OBSESSION WITH THE TEAM CONCEPT
- ▲ HORROR STORIES THAT RESULT FROM MISUNDERSTANDINGS AND MISAPPLICATIONS
- ▲ REDEFINING THE CONCEPT OF “EMPOWERMENT”
- ▲ WHAT OCCURS WHEN TEAM MEMBERS ARE GIVEN OWNERSHIP WITHOUT CONTROLS
- ▲ WHY ARE SUCCESSFUL ORGANIZATIONS, SUCCESSFUL?
- ▲ WHEN YOU INVOLVE EMPLOYEES IN DECISIONS THAT AFFECT THEM ...
- ▲ UNDERSTANDING THE “SELF MANAGEMENT” CONCEPT
- ▲ THE LEADERSHIP COMPONENT OF SELF-AUTONOMOUS WORK TEAMS
- ▲ DISTINGUISHING SELF-MANAGEMENT MODELS FROM TRADITIONAL MODELS
- ▲ TIME-TABLES, TIME-LINES AND LONG-TERM COMMITMENTS
- ▲ OVERCOMING THE EMPLOYEE/SUPERVISOR RESISTANCE TO THE TEAM APPROACH
- ▲ THE EMPOWERMENT MODEL: “TOP-DOWN GOAL SETTING/BOTTOM-UP EMPOWERMENT”
- ▲ UNDERSTANDING THE LEGAL RESTRAINTS WHEN ESTABLISHING TEAMS IN THE WORKPLACE

### ADDITIONAL FEATURES:

Gordon Jackson frequently presents the *TEAM WITHOUT TEARS* program in a more detail and comprehensive format. Therefore, the *TEAM WITHOUT TEARS* topic is available in such presentational formats as **Breakout Sessions, Half Day Seminars** and **Full-Day Workshops**. Outlines of a more detailed and comprehensive coverage of the *TEAMS WITHOUT TEARS* topic in other presentational formats are available, on request.

*The TEAMS WITHOUT TEARS keynote address was designed, developed and is presented exclusively by Gordon Jackson, JD, CSP.*